

ANNUAL WORK PLAN

1987



*The President's Committee
on Employment
of the Handicapped*

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ANNUAL WORK PLAN FOR 1987

I. INTRODUCTION

Forty years ago President Harry S. Truman made the decision to throw the weight of the Presidency behind an effort to advance employment opportunities for people with disabilities. Leadership of his effort was given to the President's Committee on Employment of the Handicapped.

Since then, every succeeding Administration, both Democratic and Republican, has reaffirmed its support for the national commitment that the President's Committee on Employment of the Handicapped has come to symbolize.

1987 is the 40th Anniversary of the President's Committee of Employment of the Handicapped. This milestone offers us a challenge. On the other hand, there is cause to celebrate. So many years of service to people with disabilities and employers should not go unnoticed. At the same time, so many years of service have triggered a refocusing of our agency's role in the overall cause of people with disabilities.

The purpose of this report is to celebrate our past 40 years by planning for the future. It's our "1987 Annual Work Plan". Within this document appears our intended objectives for the current fiscal year (October 1, 1986 through September 30, 1987). Upon reviewing, we encourage you to communicate to us both your reaction to our "Plan" as well as your interest in getting involved in one or more of the proposed activities.

II. FRAMEWORK

Last year, the leadership of the President's Committee on Employment of the Handicapped began a major effort designed to improve and update our operations. We held a retreat involving key representatives from the disability field, from human service agencies, and from the private sector. They assisted us in the process of updating our agency's mission and goals statement. The projects and activities reported in this document respond to these guidelines.

Handicapped". As a result, the planned activities reported in this document have been tested to insure that they meet both the spirit and intent of this legislation. We have used the National Council on the Handicapped's report "Toward Independence", as the principle reference for this guidance.

III. THE PLAN

This section briefly describes our proposed activities for the current fiscal year (1987). The next section of this report (Section IV) indicates how each responds to the new mission and goal statement recently developed and adopted by the leadership of the President's Committee. The final section of this report (Section V) references how our activities respond to the general policies of the National Council on the Handicapped. Here are our planned activities.

1. Youth With Disabilities (Nine Local Meetings)

For the last four years, the President's Committee has been cooperating with local jurisdictions in the production of a program called "Pathways to Employment". This activity is designed to involve all sectors of a community in the development of an action plan that improves the work preparation of their youth with disabilities. Prior to this reporting period, 29 localities have joined forces with the President's Committee and their States' Governors' Committees in the "Pathways to Employment" program. During this fiscal year, we intend to conduct at least nine more local programs. Anticipated sites include cities in the States of Maryland, Connecticut, South Dakota, Illinois, Indiana and Tennessee. This effort not only provides a direct service to local groups, but it also enables the President's Committee to keep its finger on the "transition" pulse beat of the Nation.

2. Parents (A National Conference)

Parents represent a tremendous resource as we strive to adequately prepare our youth with disabilities for jobs and careers. To date, little information exists which would help to harness and channel parental energy in ways which would heighten their ability to support the transition process. During this fiscal year, we will co-sponsor a major national conference with the U. S. Department of Education and the National

3. Disabled Veterans (Two Local Forums)

It has been our experience that employment related issues facing disabled veterans warrant special attention. While most issues facing them are similar to those facing all other people with disabilities, many are not. Moreover the resources available to respond to their employment needs differ from those available to other persons with disabilities. Hence, it is our intention to continue efforts designed to document the employment problems of disabled veterans. The principle activity seeking to accomplish this is our "Community Forum on Employment and Disabled Veterans" series. To date, nine such "Forums" have been conducted in all parts of the country. During this fiscal year, we intend to conduct at least two more "Forums". Plans call for us to take the "Forum" to Texas and Indiana. As a result of these meetings, reports will be prepared and distributed to Congressional leaders, agency heads, and other interested publics. In addition, the meetings' findings will provide us with guidance for future project development.

4. Employers and Disabled Veterans (Employer Seminar)

An effort is needed to research the opinions and practices of both public (federal, state and local) employers, as well as private sector employers, with respect to the employment of disabled veterans. During this fiscal year, a special seminar on employers' perspective on the employment of disabled veterans will be conducted. Representatives from major veterans organizations will be involved in the proceedings. A special report highlighting the findings will be prepared and distributed. Special follow-up activities will be pursued.

5. Minorities (National Conference)

The employment situation facing black persons with disabilities warrants both special attention and a special focus. During this fiscal year the President's Committee will convene a special national conference to address the employment success needs, and issues confronting disabled black Americans.

areas. Cooperating organizations include Howard University, the National Urban League and others. The conference will be held on February 11-13, 1987, in Washington, D. C.

6. Learning Disabilities (Training Kit)

Learning disabilities are still a new and unfamiliar disability category to most of the Nation's employers. Information on the subject is desperately needed. During this fiscal year, the President's Committee will develop and field test a specialized training module on the subject for distribution to private sector employers.

7. Retarded Citizens (Employment Report)

During this fiscal year, the President's Committee, in co-operation with the Association of Retarded Citizens, will produce a status report on the current employment situation of persons with mental retardation. This document will highlight successes and will focus on supported employment models, transition programs, job development and placement activities.

8. Elderly Persons with Disabilities (Resource Booklet)

Older persons who become disabled should be able to continue their work-life, if they wish. Problems associated with their disability warrant special attention.

During this fiscal year, the President's Committee, in co-operation with organizations serving elderly persons, will produce a document describing the resources available to disabled older people who want to return or continue to work. In addition, preliminary fact-finding activities will be initiated which are designed to document the issues facing this segment of the disabled population.

9. Medical Elements in Hiring and Retention (National Conference)

More work needs to be done to increase the return to work and hiring potential of persons who can work following an illness or trauma. During the Fall of 1987, the President's Committee intends to sponsor a national conference on early

medical intervention with a "return to work" goal and medical evaluation of work potential of persons who have not yet worked. The conference will bring together leading occupational medicine practitioners with rehabilitation professionals and other personnel in order to refine the process of hiring and retention of persons with disabilities. The purpose will be to advance employment opportunities for persons with a history of specific limitations, some of which may be stable.

10. AIDS in the Workplace (Seminar and Report)

Persons with AIDS are considered disabled for purpose of employment. A need exists to clarify certain employment related issues about persons with AIDS. During this fiscal year, the President's Committee will sponsor a special workshop on the subject. The proceedings of the meeting will be published and distributed to employers and other interested groups.

11. Projects with Industry (Information Dissemination)

As part of a larger effort to improve the relationship of the President's Committee with related programs, the Committee will endeavor to increase its association and support of the Projects with Industry Program. During this fiscal year, the President's Committee will develop a computerized source of information on the Projects with Industry program. This information will be used by our cooperating network of local committees on employment of the handicapped as a way of promoting support for this employment model.

12. Job Accommodation Network (JAN) (Improved and Expanded Service)

The Job Accommodation Network, initiated and monitored by the President's Committee, needs to be placed on a firm financial footing. During this fiscal year, the President's Committee will seek private sector funding as a way to insure the program's continuation as well as expand its usefulness. Special efforts will be undertaken to market JAN to small employers so that they can profit from its data base on job accommodations for workers with disabilities. And, its usefulness to placement efforts associated with the expanding supported employment model will be developed.

13. Electronic Mail Network (A New Service to States)

One of the main missions of the President's Committee is to cooperate and help support the efforts of the States' Committees on Employment of the Handicapped. A need exists to improve our ability to provide relevant and current information to the States' Committees. During this fiscal year, the President's Committee will establish a computer based telecommunications network between the President's Committee and the states' committees. This system will insure immediate access to current information, thereby, improving the effectiveness of all our operations.

14. Consumer Input (Fact Finding Seminars)

The President's Committee on Employment of the Handicapped is committed to increase its communication with and appreciation for the concerns of people with disabilities. During this fiscal year, the President's Committee will conduct one or more special seminars during which people with disabilities, both employed and not employed, will be invited to present their concerns. The information generated by this activity will help guide our future activities and will be communicated to all levels of government.

15. Employer Attitudes (Ad Campaign)

One of the major barriers to equal employment opportunities for people with disabilities, including newly disabled workers, is a lack of understanding that employers have about the employment potentials of people with disabilities. Media efforts designed to broadcast this message are needed. During this fiscal year, the President's Committee will produce and distribute public service announcements and advertisements designed to get that message to our Nation's employers.

16. Federal Employers (Training Conference)

For the past several years, the President's Committee, in cooperation with an ever increasing number of federal agencies, has helped to sponsor a special seminar for Federal Selective Placement Coordinators and Handicapped Program Managers on how to employ, retain and advance persons with disabilities in the Federal work force. During this fiscal year, the President's Committee will help produce another training conference for Selective Placement Coordinators. The three-day program is scheduled for December 10-12, 1986, in Washington, D. C.

17. Information to Employers (Four New Publications)

Employing and retaining in employment people with disabilities takes more than just making the decision to do so. It requires knowledge about specialized information. In an effort to get this specialized information out into the hands of potential employers, the President's Committee will publish four new titles in our series, "Employers are Asking...". During this fiscal year, we will produce the following pamphlets: "Making the Workplace Accessible to Workers with Disabilities"; "Insurance -- Facts and Myths"; "Accommodating Workers with Disabilities"; and, "Technology that Works for Workers with Disabilities".

18. Organized Labor (Local Training Conferences)

A need exists to inform and involve representatives of organized labor unions in such subjects as reasonable accommodation, retaining workers who become disabled, and resource identification. During this fiscal year, the President's Committee, in cooperation with AFL-CIO's Human Resources Development Institute, will help produce a series of state and local meetings on these subjects for union officials.

19. Social Security Programs (New Programming)

Efforts have begun by the Social Security Administration and others to facilitate the return to work of those persons with disabilities who receive Social Security benefits and are ready for rehabilitation. During this fiscal year, the President's Committee on Employment of the Handicapped will explore and develop its role in this effort.

20. The Hospitality Industry (National Conference)

There are a number of occupational areas where employment opportunities are growing. The hospitality industry is one, moreover, employers from this industry are anxiously seeking new recruitment sources for the workers they need to fill their jobs. During this fiscal year, the President's Committee, in cooperation with the National Restaurant Association and other organizations, will sponsor a national conference designed to alert employers to the value of workers with disabilities to teach hospitality industry managers how to employ persons with disabilities.

21. Technology Related Jobs (National Conference)

What will the future employment demands and trends be in technology related occupations? During this fiscal year, the President's Committee will begin to answer this question by sponsoring a national meeting on the subject. Experts from labor and technology fields, in consultation with professionals and people with disabilities, will be involved in the meeting. The product of the meeting will offer educators and rehabilitation professionals insight and information into the careers associated with the technology revolution. The ultimate objective of the endeavor is to open up job opportunities for people with disabilities in the technology fields.

22. Employer Survey (Harris Poll)

Last year, a Lou Harris poll was conducted for the ICD-International Center for the Disabled, in cooperation with the National Council on the Handicapped, designed to determine the attitudes and experiences of people with disabilities. One of the areas explored was employment. During this fiscal year, the President's Committee on Employment of the Handicapped in cooperation with the ICD-International Center for the Disabled and the National Council on the Handicapped, will sponsor a follow-up Lou Harris poll of employers to determine their attitudes and understanding about employing people with disabilities. A report analyzing the findings of the survey will be produced and distributed.

23. Accessible Professional Meetings (Technical Assistance)

If people with disabilities are to have the opportunity for additional professional development, they must be given the opportunity to attend and fully participate in related professional meetings and conventions. In order to be able to participate, these meetings must be accessible to them. During fiscal year, the President's Committee will develop a data base of information for meeting planners on how to insure that professional meetings are open and accessible to persons with disabilities.

24. Legislative Affairs (Position Papers)

As the result of agency reorganization, the President's Committee has developed a more comprehensive approach to tracking, analyzing and reacting to proposed and needed legislative, regulatory and policy initiatives affecting the employment

fortunes of people with disabilities. During this fiscal year, the President's Committee will develop position papers on topics related to major policy issue areas. Some areas to be addressed include: disincentives to work, equal employment opportunity, nondiscrimination efforts, job accommodation efforts, upward mobility, and insurance related issues.

25. Carl D. Perkins Act (Seminar and Research)

When the "Carl D. Perkins Vocational Education Act" was signed into law a few years ago, it offered great promise to students with disabilities. This law's many provisions supporting the vocational education of people with disabilities was seen as a major milestone in education. Recently, however, some have raised questions about the implementation of the law at both the state and local level. During this fiscal year, in an effort to research and document the law's real impact in the vocational education of students with disabilities, the President's Committee intends to conduct a special seminar and study designs to illuminate this subject. The findings of this effort will be shared with legislators, agency heads and groups serving people with disabilities.

26. Improving Communication or Publicity (Training Workshops)

During this fiscal year, the President's Committee will sponsor efforts designed to help increase and improve the communications of both organizations of and for people with disabilities on employment related issues. Activities in this area will include special workshops, the development or specialized training materials and award's activities.

27. Information Resources (Data Collection)

The President's Committee on Employment of the Handicapped is and must continue to be the place to go when information is needed on the employment situation facing people with disabilities. During this fiscal year, the President's Committee will develop a more organized and detailed information resource center on disability and employment for use by the media, consumer and parent organizations, employers, veterans organizations, labor and other professional organizations. In support of this effort, a new research oriented effort will be initiated.

The membership of the President's Committee represents a network of the most influential individuals and groups concerned with promoting employment of people with disabilities. During this fiscal year, in an effort to more effectively communicate with and involve our membership, the President's Committee will take the following steps. First, a quarterly alert or memorandum will be distributed to the membership updating all concerned regarding the latest regulatory, legislative and policy issues. Second, during the time of our Annual Meeting a special membership meeting will be held to give every member the opportunity to influence the President's Committee's priorities. And, last, membership participation and feedback will be collected and analyzed annually.

29. Special Reports (Four More New Publications)

Current plans call for production of a number of new President's Committee publications. During this fiscal year, the President's Committee will produce the following special reports: "Job Training Partnership Act"; "Higher Education and Students with Disabilities"; "Out of the Job Market -- A National Crisis"; "Supported Employment -- A New Approach"; as well as those titles already listed above.

30. Data (Two Employment Surveys)

One of the longstanding problems facing expansion of training and employment opportunities for people with disabilities has been the lack of comprehensive data on the subject. Some efforts have been useful and illuminating; however, more is needed. During this fiscal year, the President's Committee will attempt to expand the federal and private sector's involvement in data gathering in subjects related to the employment of people with disabilities. We will work with the Department of Labor to produce more and better data on the involvement of people with disabilities in our Nation's "Job Training Partnership Act". We will also obtain profile information on the labor force participation of people with disabilities.

31. A Speaker's Bureau (Expanded Service)

During this fiscal year, the President's Committee will revitalize and expand our "speaker's bureau" program. Regional, state, and local organizations, particularly state committees,

have the need for persons to discuss employment related issues facing people with disabilities. New candidates from around the country will be solicited.

32. National Contests and Awards Programs (Updated)

Traditionally, the President's Committee has sponsored both a "National Journalism Contest" and a "Poster and Graphics Contest", for both high school and post-secondary students, as well as other recognition programs. These contests are designed to involve our nation's youth in activities which heighten their awareness of disability related issues. In addition, national awards programs are in effect to recognize distinguished employers, professionals and people with disabilities. During this fiscal year, a special task force will be formed to evaluate the effectiveness of these programs and to make recommendations for improvements.

33. National Employ the Handicapped Week (A New Approach)

Each year, the first full week in October is mandated by the Congress of the United States of America as "National Employ the Handicapped Week". The President's Committee is charged with the responsibility to spearhead the nation's observance of this "week". This fiscal year, the President's Committee will review and revitalize its approach to this activity in order to insure that it best serves people with disabilities. One specific step that will be attempted will be to get the "week"'s name changed to "National Employ Persons with Disabilities Week".

34. Office Automation (Fifteen Computers)

As part of a larger effort to reorganize and improve our operation, the President's Committee will complete its installation and implementation of personal computers and associated equipment. Through the generosity of the Digital Corporation, 15 computer terminals will be installed and staff trained in their use. In the near future, we expect to make terminals available to all our staff workers.

35. Annual Meeting -- Denver (National Conference)

this practice with the staging of our 40th Annual Meeting in the City of Denver, Colorado. The Colorado Coalition for Citizens with Disabilities is acting as the local host for the program.

36. Interagency Cooperation (Joint Programming)

During this fiscal year, the President's Committee on Employment of the Handicapped will increase and improve its co-ordination with related agencies. For example, special effort will be undertaken to increase our support for the employment related activities of the National Council on the Handicapped, the Administration on Developmental Disabilities, and the Office of Special Education and Rehabilitation Services.

37. Pre-employment Testing (Research)

Many employers have developed and utilized their own "in-house" testing programs to screen potential employees. Many of these testing programs have not been validated for use with people with disabilities. Such tests, if improperly administered, may unfairly represent to the employer the employment potential of persons with disabilities. During this fiscal year, the President's Committee on Employment of the Handicapped will research this area of concern and develop an analysis of the situation which will include information on how employers can more fairly evaluate persons with disabilities with pre-employment tests.

38. People with Mental Illness (A National Conference)

The problems of people with mental illness are well documented. Approximately one-third of America's homeless population are believed to be "mentally ill"; services in the community are fragmented and confusing; the media treatment of mental illness is frequently negative and even frightening to the general public. The President's Committee will plan a national conference on the steps to take to overcome negative attitudes towards people with mental illness in cooperation with major, national organizations of consumers and families and outstanding model programs such as Fellowship House in South Miami, Florida and Friendship House in New York City.

IV GOALS AND OBJECTIVES

About a year ago, the President's Committee on Employment of the Handicapped invited key representatives from industry, organized labor, education, rehabilitation, veterans organizations and other people with disabilities to help the Committee update and better focus its operation. Their direction is summarized in our new mission and goals statement listed below.

In an effort to document how the planned activities respond to this new statement of purpose, we've listed each project's number and title from Section III below under the appropriate "program objective". Some projects are listed more than once because they respond directly to two or more program objectives.

MISSION

The mission of the President's Committee is to provide leadership to achieve maximum employment of people with disabilities. This is done by seeking, developing, and providing information and the training necessary to increase levels and quality of employment.

GOAL 1:

To establish the President's Committee as the nation's leader in study, development, and implementation of employment policies and programs serving the needs of people with disabilities.

PROGRAM OBJECTIVES:

To advise the President on policy, legislation, administration and regulation;

3. Disabled Veterans
14. Consumer Input
24. Legislative Affairs
25. "Carl D. Perkins Act"
30. Data

To consult with Congress and Federal Agencies on

To consult with and foster cooperation of agencies, groups, and organizations essential to the employment of people with disabilities;

1. Youth with Disabilities
2. Parents
3. Disabled Veterans
5. Minorities
8. Elderly Persons with Disabilities
9. Medical Elements in Hiring and Retention
26. Improving Communications

To utilize to the greatest possible extent volunteers in the design and delivery of President's Committee programs;

13. Electronic Mail
24. Legislative Affairs
31. Speaker's Bureau
34. Office Automation

To actively solicit the views of persons with disabilities and, where appropriate, parents, from throughout the nation, and to reflect those perceptions in the direction and to reflect those perceptions and conduct of President's Committee programs;

2. Parents
3. Disabled Veterans
5. Minorities
7. Retarded Citizens
8. Elderly Persons with Disabilities
9. Medical Elements in Hiring and Retention
14. Consumer Input

GOAL 2:

To provide information services to employers, labor, people with disabilities, and related organizations to strengthen awareness, understanding, and support for employment of people with disabilities.

PROGRAM OBJECTIVES:

To gather and disseminate technical assistance;

4. Employers and Disabled Veterans
5. Minorities
6. Learning Disabilities
7. Retarded Citizens
8. Elderly Persons with Disabilities
9. Medical Elements in Hiring and Retention
10. AIDS in the Workplace
12. Job Accommodation Network (JAN)
16. Federal Employers
17. Information to Employers
19. Social Security Programs
23. Accessible Meetings
26. Improving Communications
29. Special Reports
37. Pre-employment Testing
38. People with Mental Illness

To increase employers, unions, and employee awareness and understanding of why and how to expand job opportunities for all people with disabilities;

3. Disabled Veterans
4. Employers and Disabled Veterans
5. Minorities
6. Learning Disabilities
8. Elderly Persons with Disabilities
9. Medical Elements in Hiring and Retention
10. AIDS in the Workplace
15. Employer Attitudes
17. Information to Employers
18. Organized Labor
20. The Hospitality Industry
21. Technology Related Jobs
22. Employer Survey
32. National Contests and Awards
33. National Employ the Handicapped Week
35. Annual Meeting
37. Pre-employment Testing
38. People with Mental Illness

To promote adequate education and training to people with disabilities;

1. Youth with Disabilities
2. Parents

To encourage technology transfer and training of people with disabilities;

21. Technology Related Jobs

To promote education and training to potential employers and labor representatives;

4. Employers and Disabled Veterans
6. Learning Disabilities
10. AIDS in the Workplace
15. Employer Attitudes
16. Federal Employers
17. Information to Employers
18. Organized Labor

V. NATIONAL COUNCIL ON THE HANDICAPPED

Within the recently enacted "Rehabilitation Act Amendments of 1986" is a section mandating the President's Committee on Employment of the Handicapped to "be guided by the general policies of the National Council on the Handicapped". We believe that one way to respond to this directive is to coordinate our Annual Work Plan for 1987 with the general policies of the National Council on the Handicapped, as outlined in their recent report, Toward Independence.

Our analysis of the Toward Independence report, particularly the section devoted to the subject of employment, indicates that there are eleven basic policies and recommendations that the President's Committee on Employment of the Handicapped needs to be responsive to in order to begin to meet obligation to both the "Rehabilitation Act Amendments of 1986" and the needs of people with disabilities. These eleven areas are enumerated below. After each is listed those President's Committee on Employment of the Handicapped projects that respond to National Council on the Handicapped's policy or recommendation. More information on these projects appears in Section III of this report. Some President's Committee projects are listed more than once, in recognition of the fact that they respond to two or more National Council recommendations or policies.

A. Develop programs in consultation with knowledgeable persons with disabilities and experts on disability programs from various parts of the country;

2. Parents
3. Disabled Veterans
5. Minorities
6. Learning Disabilities
8. Elderly Persons with Disabilities
9. Medical Elements in Hiring and Retention
14. Consumer Input
28. Membership Services
32. National Contests and Awards Program
33. "National Employ the Handicapped" Week
35. Annual Meeting -- Denver

B. Increase emphasis on federal programs encouraging and assisting private sector support to promote opportunities and for individuals with disabilities;

4. Employment and Disabled Veterans
15. Employer Attitudes
17. Information to Employers
33. "National Employ the Handicapped" Week
36. Interagency Cooperation

C. Encourage an accessible workplace by reducing existing barriers, both structural and attitudinal;

1. Youth with Disabilities
3. Disabled Veterans
5. Minorities
6. Learning Disabilities
8. Elderly Persons with Disabilities
9. Medical Elements in Hiring and Retention
10. AIDS in the Workplace
12. Job Accommodation Network (JAN)
15. Employer Attitudes
16. Federal Employers
17. Information to Employers
18. Organized Labor
20. The Hospitality Industry
21. Technology Related Jobs
22. Employer Survey
23. Accessible Professional Meetings
24. Legislative Affairs
25. Carl D. Perkins Act

26. Improving Communications
29. Special Reports
30. Data
31. Speaker's Bureau
32. National Contests and Awards
33. "National Employ the Handicapped" Week
35. Annual Meeting -- Denver
37. Pre-employment Testing
38. People with Mental Illness

D. Provide appropriate services to individuals with disabilities so that they may realize their full potential and become more independent and self-sufficient. Improve ability of people with disabilities to live with dignity and as independent as possible, within their own communities.

1. Youth with Disabilities
2. Parents
3. Disabled Veterans
4. Employers and Disabled Veterans
5. Minorities
6. Learning Disabilities
12. Job Accommodation Network (JAN)
20. The Hospitality Industry
21. Technology Related Jobs
22. Employer Survey
23. Accessible Professional Meetings
24. Legislative Affairs
25. Carl D. Perkins Act
26. Improving Communications
27. Information Resources
29. Special Reports

E. Remove barriers and disincentives that prevent or inhibit people with disabilities from moving off such income support benefits to achieve self-sufficiency and independence. Shift federal disability program emphasis from income support to equal opportunity, independence, and self-sufficiency;

3. Disabled Veterans
19. Social Security Programs
24. Legislative Affairs
25. Carl D. Perkins Act
30. Data
35. Annual Meeting -- Denver

13
F. Support passage of an equal employment opportunity law for people with disabilities, with broad coverage, setting clear, consistent enforceable standards prohibiting discrimination and calling for reasonable accommodation;

- 24. Legislative Affairs
- 28. Membership Services

G. Establish effective transition efforts designed to guarantee youth in special education a well-developed, organized and coordinated transition process from school to work;

- 1. Youth with Disabilities
- 2. Parents
- 25. Carl D. Perkins Act
- 29. Special Reports

H. Increase the availability of "supported employment" programs for people with severe disabilities who cannot, under current programming, expect to be gainfully employed

- 7. Retarded Citizens
- 12. Job Accommodation Network (JAN)
- 29. Special Reports

I. Promote effective return-to-work programs for the newly disabled worker;

- 9. Medical Elements in Hiring and Retaining
- 15. Employer Attitudes
- 16. Federal Employers
- 17. Information to Employers
- 18. Organized Labor

J. Demonstrate and disseminate information about innovative or "cutting-edge" employment strategies;

- 5. Minorities
- 7. Retarded Citizens
- 8. Elderly Persons with Disabilities
- 9. Medical Elements in Hiring and Retention
- 11. Projects with Industry
- 12. Job Accommodation Network (JAN)
- 21. Technology Related Jobs
- 27. Information Resources
- 37. Pre-employment Testing

K. Promote increased usage of the "Job Training
Partnership Act" (JTPA) program; and the involvement of
persons with disabilities in JTPA's "private industry council";

1. Youth with Disabilities
29. Special Reports

